

memorandum



The following is sent on behalf of Dr. William Cunningham, Acting Chair, Health Authority Medical Advisory Committee (HAMAC), and Dr. Robert Angus, Chair, Medical Planning & Credentials Committee

October 16, 2017

**The Medical Staff Reappointment Process has changed.
Please read carefully:**

Introduction of a 3-Year Reappointment Cycle & Performance Appraisals:

Earlier this year, the Island Health Board of Directors changed the reappointment process for medical staff. In the past, all practitioners had to be reviewed for reappointment annually. Now, most medical staff will only need to be reviewed **once every 3 years**. The Board also approved HAMAC's recommendation that all practitioners undergo a **performance appraisal** as part of their reappointment. This aligns Island Health with the [BC Medical Quality Initiative](#), a provincial initiative that will soon require performance appraisals for medical staff in all health authorities.

The objective of the performance appraisal is to increase patient safety, to ensure standards are met, and to support practitioner professional development. This year, reappointment will include two appraisal components: a self-assessment and one peer evaluation. Both will be short, electronic and integrated with the online reappointment process. Division Heads and Department Heads will review the appraisal results as part of the reappointment process, along with other documentation.

Practitioners being Reviewed for Reappointment this Year:

All Locum, Temporary and Consulting Medical Staff will be reviewed for reappointment this year. Practitioners in all other medical staff categories will be reviewed for reappointment in years 2 or 3 (and have received HAMAC-endorsed privilege extensions). No privileges will expire during the transition to the new reappointment cycle.

Next Steps:

Reappointment will begin this year on **Monday November 6, 2017**. Further details and specific instructions will be sent to you shortly. Please contact Dr. Margaret Kilshaw (Margaret.Kilshaw@viha.ca or 250-208-9401) if you have questions.

Thank-you for your support in our shared commitment to quality care, patient safety, and to the continuing professional development of our medical staff.

Sincerely,

Dr. William Cunningham, Acting Chair, Health Authority Medical Advisory Committee
Dr. Robert Angus, Chair, Medical Planning and Credentials Committee